

Integrated Management System 9001:2015; 14001:2015		Version	1
Title	Environmental Policy		
Creation Date	September 2017	Pages	2

## Environmental Policy/Statement

It is the policy of Hemlow Ltd to fully comply with the requirements of Environmental Legislation, 14001:2015 and other compliance obligations. The Company understands the need for strict compliance with the environmental standards in carrying out its activities in order to minimise their environmental impact.

The policy of the Company is to prevent pollution in all areas of work, inside and outside, through careful purchasing, the review of operational practices and management of the working environment.

Hemlow's overall objectives are:

- Pollution prevention.
- Energy efficiency.
- Waste minimisation.
- Water conservation.
- Wildlife conservation.
- Heritage conservation.

The Company will, so far as is reasonably practicable:

- Reduce dependence on ozone depletion products and other pollutants.
- Improve energy efficiency.
- Reduce waste and avoid the unnecessary use of non-renewable natural resources.
- Review operational practices and management of the working environment.
- Inform and involve employees in understanding and participating in protecting the environment.
- Maintain a continuous scrutiny of waste management arrangements from ordinary litter to hazardous waste.
- Take into account recycling opportunities for waste such as paper, plastic, batteries, metal, etc.
- Establish and maintain guidelines and implement sound working practices aimed at preventing pollution.

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- Ensure the employment of effective waste management and operating procedures designed to encourage energy efficiency and waste minimisation.
- The Company is committed to continual improvement of environmental performance.
- Control noise pollution.

These environmental priorities reflect our policy in an increasingly important area of concern in our society. The Company regularly reviews its aims and objectives to demonstrate our environmental concern, our commitment to reduce the impact on the environment resulting from our business undertakings and our drive for continual improvement.

**Review Date: 10/05/2023**